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NASA Procedural Requirements

COMPLIANCE IS MANDATORY**NPR 3711.1A**Effective Date: July 02,
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 (NASA Only)

Subject: Federal Employee Labor Management Relations Program

Responsible Office: Office of Human Capital Management[| TOC](#) | [Preface](#) | [Chapter1](#) | [Chapter2](#) | [Chapter3](#) | [AppendixA](#) | [ALL](#) |

Chapter 1. General

1.1 National Consultation Rights

1.1.1 NASA has granted national consultation rights (NCR) to the International Federation of Professional and Technical Engineers (IFPTE) and the American Federation of Government Employees (AFGE).

1.1.2 NASA shall consult with unions granted NCR on all substantive changes in conditions of employment. Agency policy is the primary focus of this activity but is not the exclusive source of NCR topics.

1.1.3 A union holding NCR may raise personnel policy matters, including requested changes in personnel policies, practices, and procedures of interest to employees they represent. If the Labor Relations Officer (LRO) is not the first point of contact on such matters, the ALRO is to be informed immediately of the contact.

1.2 Exclusive Recognition

1.2.1 At Centers where exclusive recognition exists, the LRO is the primary point of contact for all issues relating to Labor-Management Relations.

1.2.2 Management and unions holding exclusive recognition have a mutual obligation through appropriate representatives to meet and bargain in good faith on negotiable matters. Such obligation does not compel either party to agree to any specific proposal advanced or require the making of a concession on any specific matter.

1.2.3 All negotiations and local Labor-Management interactions are subject to the local CBA(s).

1.3 All records shall be maintained in accordance with NPR 1441.1, NASA Records Retention Schedules.

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